

**FY 2013 CPB DIVERSITY REPORT
NEW JERSEY PUBLIC BROADCASTING AUTHORITY
STATIONS WNJT(TV), WNJN(TV), WNJB(TV), WNJS(TV)**

Statement of Commitment to Diversity

The New Jersey Public Broadcasting Authority ("NJPBA"), licensee for stations WNJT(TV), WNJN(TV), WNJB(TV), WNJS(TV) (collectively "the Stations"), is committed to fostering a culture of diversity and inclusion to maintain a fair, unbiased work environment, and to enhance our ability to effectively serve the public as a media organization. Diversity at NJPBA encompasses our differences, including, but not limited to, race, creed, color, national origin, age, sex, affection or sexual orientation, marital status, religion or disability.

The Stations are licensed to the New Jersey Public Broadcasting Authority, an independent authority of the State of New Jersey (the "State") governed by a five member Board. Staff support for the NJPBA is provided by employees within the Department of the Treasury of the State of New Jersey. The State of New Jersey's nondiscrimination policies, ethics policies, and commitment to equal opportunity in employment practices are reflective of State and federal law as well as the State's commitment to equal opportunity and diversity.

The NJPBA has entered a long term Programming and Services Agreement for the programming and operation of the Stations with Public Media NJ ("PMNJ"), a New Jersey based non-profit corporation. The NJPBA remains the FCC licensee and CPB grantee for the Stations and, therefore, provides oversight to insure that the terms and conditions of the Programming and Services Agreement are met, and the agreement requires that PMNJ program and provide services to the Stations in accordance with appropriate law, policies and procedures.

NJPBA Diversity Goals

- To recruit and retain a diverse workforce that is representative of our service areas.
- To provide equal opportunity in employment.
- To educate our management, staff and advisory boards (if any) in best practices for maintaining an inclusive and diverse environment for all persons.

Diversity Policy Practices and Initiatives

1. The NJPBA has reviewed with the Stations' licensee official (which is the Chair of the NJPBA Board) those practices that are designed to fulfill our commitment to diversity and to meet the applicable FCC guidelines and created a Diversity Policy governing the NJPBA.
2. This annual report of the NJPBA's hiring goals, guidelines, employment statistics and actions undertaken to satisfy CPB's diversity eligibility policy was posted on the Stations' website at <http://www.state.nj.us/treasury/njpba/publicinfo.shtml> on December 21, 2012.
3. The NJPBA has established formal diversity training programs for management, staff, and members of the NJPBA board as follows:

- a. All NJPBA employees and managers are required to have training on the New Jersey State Policy Prohibiting Discrimination in the Workplace. The training is initially provided upon hire and every two years thereafter. The entire NJPBA assigned staff completed an on-line course on the New Jersey State Policy Prohibiting Discrimination in the Workplace in the period of time between November 1, 2011 and December 31, 2011.
- b. Employees and members of the NJPBA board receive a copy of the New Jersey State Policy Prohibiting Discrimination in the Workplace annually.

Hiring Goals and Guidelines

The NJPBA is subject to the employment guidelines set forth by the Treasury in the Equal Employment Opportunity/Affirmative Action Policy Statement of the Treasury. In accordance with the implementation of the New Jersey Public Broadcasting System Transfer Act, L. 2010, c. 104, the NJPBA does not plan to hire staff in 2013.

Employment Statistics

The NJPBA assigned staff provided by Treasury is comprised of three (3) Caucasian men and two (2) Caucasian women.

According to the by-laws of the NJPBA, the Board shall consist of a total of five (5) members, as follows:

- Three (3) appointed by the Governor of the State of New Jersey
- One (1) appointed by the President of the New Jersey Senate
- One (1) appointed by the Speaker of the New Jersey General Assembly

The Board of the NJPBA is comprised of three (3) Caucasian men, and one (1) African American man. One position is vacant, to be appointed by the President of the New Jersey Senate.

References

NEW JERSEY STATE POLICY PROHIBITING DISCRIMINATION IN THE WORKPLACE:
http://www.state.nj.us/treasury/purchase/pdf/anti_discrimination_policy.pdf

NEW JERSEY STATE DEPARTMENT OF THE TREASURY EQUAL EMPLOYMENT
OPPORTUNITY/AFFIRMATIVE ACTION POLICY STATEMENT:
<http://www.state.nj.us/treasury/administration/pdf/EEO-Policy-Statement.pdf>

FCC Annual EEO Report 2012
[https://stations.fcc.gov/collect/files/48465/Equal%20Employment%20Opportunity%20Files/EE%20Public%20File%20Reports/FCC%20ANNUAL%20EEO%20REPORT%202012%20FINAL%20\(13545597311864\).pdf](https://stations.fcc.gov/collect/files/48465/Equal%20Employment%20Opportunity%20Files/EE%20Public%20File%20Reports/FCC%20ANNUAL%20EEO%20REPORT%202012%20FINAL%20(13545597311864).pdf)

FCC EEO Broadcast Mid-Term Report
<http://data.fcc.gov/mediabureau/v01/tv/application/1414730.html>